

CRANSTON SCHOOL COMMITTEE MEETING

MARCH 19, 2012

WESTERN HILLS MIDDLE SCHOOL – 400 PHENIX AVENUE

EXECUTIVE SESSION 6:00 P.M.

IMMEDIATELY FOLLOWED BY PUBLIC SESSION

MINUTES

The meeting of the Cranston School Committee was held on the above date with the following members present: Chairperson Iannazzi, Mr. Lombardi, Mrs. McFarland, Mrs. Ruggieri, Mr. Traficante, Mrs. Culhane and Mr. Bloom. Attorney Ronald Cascione was also present.

The meeting was called to order at 6:03 p.m. and convened to Executive Session pursuant to RI State Laws PL 42-46-5(a)(1) Personnel; (Discussion of Termination of Non-Certified Employee A), PL 42-46-5(a)(2) Collective Bargaining and Litigation; (Ahlquist vs. Cranston School Committee), (Contract Negotiations' Update – Custodians, Secretaries), (Consideration of legal options regarding status of aid to education appropriation and legal advice relating to same).

Call to Order – Public Session was called to order at 6:30 p.m. The Pledge of Allegiance was conducted.

The roll was called; a quorum was present. No votes were taken in Executive Session.

Executive Session minutes sealed – March 19, 2012

A motion to seal these minutes was made by Mr. Lombardi, seconded by Mrs. Culhane. All were in favor.

A motion to approve the minutes of the January 17, January 23, January 30, February 13 and February 16, 2012 meetings was made by Mr. Lombardi, seconded by Mr. Traficante. All were in favor.

Chairperson's Communications

Ms. Iannazzi stated – I would just like to point out that the kick-off for the American Cancer Society Relay for Life will take place on March 27th at 6 p.m. at Twin Oaks Restaurant.

Superintendent's Communications – none at this time.

School Committee Member Communications – none at this time.

Public Hearing

a. Students (agenda/non-agenda matters)

b. Members of the Public (agenda matters only)

There were no speakers at this time.

Consent Calendar/Consent Agenda -

Resolutions 12-3-5, 6, 7, 9 w/addendum, 10, 11, 12, 13, 14, 15, 16 w/addendum, 17, 18, 19, 20, 21, 22, 23, 25, 25 and 27. Moved by Mr. Lombardi, seconded by Mr. Traficante. All were in favor.

RESOLUTIONS

SPONSORED BY THE SCHOOL COMMITTEE

NO. 12-3-2 – WHEREAS, Dawn Giarrusso, a teacher at Western Hills Middle School, has earned the prestigious National Board of Professional Teaching Standards Certification, and

WHEREAS, Dawn has demonstrated by earning National Board Certification that she has met the high and rigorous standards for what accomplished teachers should know and be able to do. NBPTS Certification is a national voluntary system certifying teachers who meet these rigorous standards through intensive study, expert evaluation, self-assessment and peer review, and

WHEREAS, as part of the process, Dawn Giarrusso built a portfolio that included student work samples, assignments, videotapes and a thorough analysis of her classroom teaching. Additionally, Dawn was assessed on her knowledge of the subjects she teaches, and

WHEREAS, Dawn is committed to the five core propositions of National Board Certification in her commitment to students and learning, knowing the subjects she teaches and how to teach them; is responsible for managing and monitoring student learning, think systematically about her practice and learn from experience; and is a member of a learning community.

Be it RESOLVED, that Dawn Giarrusso be recognized by the Cranston School Committee for her outstanding accomplishments in earning certification from the National Board of Professional Teaching Standards.

Be it further RESOLVED, that Dawn be presented with a copy of this Resolution signed by the members of the Cranston School Committee

Moved by Mr. Traficante, seconded by Mr. Lombardi. Discussion.

Mr. Lombardi stated – it is unfortunate that we don't have a big crowd here tonight because this is one of the things that needs to be put in

the media, put in the news. This is another one of our teachers doing incredible things and achieving extraordinary success and it's even better when I get to do it for someone I know and have known for a long time and whose family I have known for a long time. I have had the distinct pleasure of having to do this for her sister and now I get to do it for Dawn. So, I guess sibling rivalry is a good thing because these two sisters aspire to greatness but if you know Steve and Donna (mom and dad) then you know that the apples do not fall far from the tree and as a dad of two daughters, Steve and Donna, I said this before, I admire the two of you for achieving and making such great girls and I aspire to do what you do with my girls. It gives me great pleasure, and certainly deserving to recognize Dawn Giarrusso, a teacher here at Western Hills, who has earned the very prestigious award - The National Board of Professional Teaching Standards.

The roll was called; all were in favor.

At this point Ms. Iannazzi stated – due to the time and the fact that our students are getting awards have not yet arrived, can I have a motion to remove...

Mr. Lombardi stated – I am going to make a motion through madam chair to remove the tabled item identified as 12-3-1 from the tabled resolutions. Seconded by Mrs. Culhane. The roll was called; all were in favor.

TABLED RESOLUTION

NO. 12-3-1 - Now be it RESOLVED, that the Memorandum of Agreement of the existing Collective Bargaining Agreement and a three-year contract extension between the Cranston School

Committee and the National Association of Government Employees (NAGE), Local 153, custodians, be accepted subject to ratification by the City Council. (Fiscal Analysis Attached).

A motion to approve this resolution was made by Mr. Lombardi, seconded by Mr. Traficante. Discussion:

Mrs. Culhane stated – I just wanted to make a couple of statements. As a member of the negotiating committee I wanted to voice my support for this resolution. I am proud to have served on the negotiating committee. Both the committee and the union were faced with some very difficult decisions and I believe that each group has fulfilled their duties. This contract represents a historic moment for the Cranston School Committee. We have successfully negotiated a contract with true pension and healthcare reform and this reform comes at a price for the members of this union and they have willingly stepped up to the plate to help the School Department and the citizens of Cranston. Some may sit here this evening and say the committee could have achieved more significant savings through privatization. I will not debate this issue as it is my hope that this argument will be a moot point once this contract has been rubber stamped by the City Council. What the citizens of this great city need to understand is that building a good financial community does not mean financially crippling those who do a good days' labor. To look at this in a purely fiscal standpoint of view is penny-wise and pound foolish. Sixty percent of the members of this union live in Cranston. They pay taxes in Cranston and they spend their money in Cranston. The goal of negotiating in good faith is not to drive people out of the

city or put people out of work but to pay a respectful wage to the people who live in this city and provide services to it with care and dedication. For the people who want something for nothing what you usually end up with, in fact, is nothing and I voice my support for this contract.

Mr. Lombardi stated – I would like to personally applaud both Mrs. Culhane and the Chairwoman (Ms. Iannazzi) who served on the negotiating team for this. I know it was a difficult time, difficult issues and we are dealing with a time-frame and a time in popular opinion where these kinds of things are delicate subjects. I sat here, serving on the teachers' committee and applauding the teachers at that time and I applaud our custodians as well for getting it. They understand and time and time again this School Committee and its' negotiating teams are sending a message to the city-side that we know how to do things and the way to do things is to sit as adults with your collective bargaining units and negotiate fair and equitable contracts with your bargaining units. So, I thank the custodians for doing what they did and we realize this is an enormous sacrifice on their part but hard times call for sacrifices and I thank them for that.

Mr. Traficante stated – I don't know who wrote it but there is an old saying – "Services are dues one must pay for occupying the space on earth." The custodians have certainly paid their dues in terms of professional contracts, in terms of the quality of services they have provided for us over the years, in terms of contractual sacrifice as well. It is greatly appreciated by this School Committeeman. You set a template for us to work with with other collective bargaining units and

I must applaud you for the work that was done in the collective bargaining process. Please pass that on to the custodians. We greatly appreciate it as a committee.

Ms. Iannazzi asked Mr. Traficante to assume the chair (Mr. Lombardi had to step out of the meeting to take a call).

Ms. Iannazzi stated – I also wanted to applaud the custodians because they showed up to work on Monday and they did so receiving 15% less pay yet the dedication and their kind nature showed in that they worked just as hard if not harder on Monday than they ever had in the past. And so, I just wanted to express my appreciation and also note that this School Committee has worked extremely hard over the past year to do something that the other side of city government has yet to do and that is we have re-opened the contract with our teachers' union saving five million dollars and then we went to our custodians and we hit them harder probably than any union has ever been hit in the city of Cranston and that ninety-one very hard working individuals gave two millions dollars' worth of concessions. And also, the custodians are now the first union in the city of Cranston that will receive no pension for new hires. Now, the Mayor likes to indicate to the public that The Teamsters were in fact the first union on the city-side to not receive a pension. However, that is not accurate. Teamster employees on the city-side do receive a pension. They receive a pension through The Teamers' Union. So, these hard-working NAGE employees will be the first union in the city of Cranston to not receive a pension in this contract, because of that, this is a landmark contract and will serve as a template for all future

unions moving forward.

Mr. Lombardi came back to the table. Ms. Iannazzi assumed the chair from Mr. Traficante.

Ms. Iannazzi asked if there was any more discussion. There being none the roll was called. All were in favor.

At 6:40 p.m. Mrs. Culhane left the meeting.

Mr. Nero speaking on the Consent Agenda (retirements) – Mr. Nero stated – we have had a number of important people who will be retiring come the end of this school year and I would just like to point out who those people are and say thank you very much and I wish you nothing but good health and happiness in your retirement.

SPONSORED BY MR. NERO

Layoff Notification Date

NO. 12-3-8- WHEREAS: Chapter §16-13 of the Rhode Island General Laws entitled “Teacher Tenure” requires school districts to notify individual teachers by March 1st that their contract for the following year will not be renewed and;

WHEREAS: All school districts have not yet had their budget request ratified by their respective city or town councils and;

WHEREAS: This uncertainty requires school districts to issue more layoff notices than are necessary and;

WHEREAS: This creates unnecessary anxiety and stress for teachers

receiving layoff notices and;

WHEREAS: Most, if not all, of the uncertainty, stress and anxiety resulting from the early layoff notice could be remediated by moving the date from March 1, to June1, therefore be it;

RESOLVED: That the Cranston School District urges the General Assembly to pass 2012 – S 2158, H 7272 & H 7863 by Senator DiPalma and Representatives Jackson & Brien respectively, moving the teacher layoff notice deadline from March 1 to June 1, be further resolved;

RESOLVED: That a copy of this Resolution be forwarded to every Rhode Island Municipality, School Committee, State Senator, State Representative and the Governor.

A motion to approve this resolution was made by Mr. Lombardi; seconded by Mr. Traficante. Discussion.

Mr. Lombardi offered an amendment – to reflect the actual legislation in the Resolved portion – eliminating H7863 and eliminating Representative Brien from the language. So, it should read - the Cranston School District urges the General Assembly to pass 2012 – S 2158, H 7272 by Senator DiPalma and Representative Jackson (and elimination Representative Brien from that).

Seconded by Mr. Traficante. Discussion.

Mr. Nero stated – I just wanted to say it wasn't the intent to eliminate

tenure. It was an attempt to move the date from the 1st. I wasn't made aware of that – that there were other intentions here but to move the date from March 1st to June 1st. I know that many of the unions may disagree with that but I will tell you myself as being laid off ten years in a row going back to my first job and getting that sometimes on January 2nd and living with that and not being able to know you can go out and look for a job or what have you. Again, it wasn't the intent on the tenure; it's just moving the date on that.

Ms. Iannazzi asked – is there any other discussion on the amendment? There being none the roll was called. All were in favor.

Ms. Iannazzi stated – on the resolution as amended, any discussion? There being none the roll was called. All were in favor.

The resolution reads as follows:

SPONSORED BY MR. NERO

Layoff Notification Date

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WHEREAS: Most, if not all, of the uncertainty, stress and anxiety resulting from the early layoff notice could be remediated by moving the date from March 1, to June1, therefore be it;

RESOLVED: That the Cranston School District urges the General Assembly to pass 2012 – S 2158, H 7272 & H 7863 by Senator DiPalma and Representatives Jackson & Brien respectively, moving the teacher layoff notice deadline from March 1 to June 1, be further resolved;

RESOLVED: That a copy of this Resolution be forwarded to every Rhode Island Municipality, School Committee, State Senator, State Representative and the Governor.

NO. 12-3-26- RESOLVED, that at the recommendation of the Superintendent, the 2012-2013 School Calendar be adopted.

Moved by Mr. Lombardi. Seconded by Mr. Traficante. Discussion.

Mrs. Ruggieri asked – I just had a question for Mr. Nero. I know last year when we discussed the calendar there was discussion about vacations and I know there had been some discussion with the Superintendents throughout Rhode Island and I was just wondering if there is any update on that.

Mr. Nero stated- there is none. As you know I said that our district would be willing to do that if we could have a majority of the districts in Rhode Island to go along with that. At that time they overwhelming said no, that most districts wanted to have two vacations and I would like to say we could be the rogue and go out and do it but unfortunately because of our transportation zone and many of our students in out-of-district placement, it would be impossible. They have contacted us and I will defer to Gail...the last conversation they had was about the 2013-2014 calendar which is they are concerned because the holidays fall mid-week – having a two-week break so we could shut buildings down and save on energy and I said in the past we have always agreed to do that. I did ask if anything further came out and nothing more has come out. We will be sure to keep you updated. But again it would have to be the majority, especially those in our transportation zone.

Ms. Iannazzi asked if there was any further discussion. There being none the roll was called; all were in favor.

At 6:45 p.m. a recess was called while waiting the students being honored to arrive.

At 7:05 p.m. the meeting reconvened.

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SPONSORED BY THE SCHOOL COMMITTEE

NO. 12-3-3- WHEREAS, Danielle St. Pierre, did an outstanding job as a member of the Cranston High School West girls' soccer team during the 2011 fall sports' season, and

WHEREAS, being described by her coach as “a player who has had a

tremendous impact on the program over the past four years,” and
WHEREAS, as a goalkeeper with an aggressive nature off the line,
recorded 115 saves, posted seven shutouts against the top teams in
the state, and helped lead her team to a runner-up finish to
Portsmouth High School in Division I Central, and

WHEREAS, because of her outstanding personal accomplishments
throughout the entire soccer season has been recognized as a 2011
Providence Journal First Team All-State selection, and

Be it **RESOLVED** that Danielle St. Pierre, be congratulated for her
hard work and dedication to the sport of **SOCER** by the Cranston
School Committee, and

Be it further **RESOLVED** that she be presented with a copy of this
Resolution signed by the members of this committee.

Moved by Mr. Lombardi; seconded by Mr. Bloom. All were in favor.

SPONSORED BY THE SCHOOL COMMITTEE

NO. 12-3-4- WHEREAS, Bryan Stetson, did an outstanding job as a
member of the Cranston High School West football team during the
2011 fall sports’ season, and

WHEREAS, being described by the Journal as one of the top
all-around players in the state over the past two seasons, and

WHEREAS, as a two-way player, demonstrated his versatility by
scoring nine touchdowns, rushing for 655 yards, catching 13 passes,
making 91 tackles and averaging 23 yards per punt/kickoff return ,
and

WHEREAS, because of his outstanding personal accomplishments
throughout the entire football season has been recognized as a 2011

Providence Journal First Team All-State selection, and

Be it RESOLVED that Bryan Stetson, be congratulated for his hard work and dedication to the sport of FOOTBALL by the Cranston School Committee, and

Be it further RESOLVED that he be presented with a copy of this Resolution signed by the members of this committee.

Moved by Mr. Lombardi; seconded by Mr. Traficante. Discussion.

Mr. Traficante stated – we are here tonight to honor an outstanding football player for the Cranston West Falcons football team, his name is Bryan Stetson and if I am not mistaken, probably his grandfather was named Gordy Stetson who played on the unbeaten, untied, and unscored upon football team for Cranston High School back in the 1940's. He's been identified as a Providence Journal all-around football player for the past two years. It is very unusual in this day and age than an individual will play both ways in football, offense and defense; Bryan has demonstrated that capability over the past two, three years. He almost broke my record in football scoring nine touchdowns, rushing for six hundred and sixty five yards, catching thirteen passes, making ninety-one tackles and average of twenty-three yards both in punts and kick-offs.

There being no further discussion the roll was called; all were in favor.

Public Hearing on Agenda Items –

Lizbeth Larkin, President CTA and 7th grade teacher at Park View Middle School

Ms. Larkin stated – I missed the public speaking but I didn't realize

that the resolutions were tabled because of your executive session...which resolutions were tabled Ms. Iannazzi? Ms. Iannazzi responded – no resolutions were tabled. The custodian contract was removed from the table. Ms. Larkin responded – okay, so all the others have been voted on? Ms. Iannazzi responded yes. Ms. Larkin stated – okay so I missed it but I am going to go on the record anyway and I have a little bit more than three minutes seeing as no one else has signed up so I guess I can speak my mind.

I want to speak on Resolution 12-3-5 and when it talks about allowing for continuation of public employee contracts. We all know that of course that the East Providence case in which they were brought to court that Judge Silverstein added on that there shouldn't be any contract continuation. We are dealing...and then you talk about calamitous reduction of state aid. We are the last state to get any kind of fair funding formula and we are dealing with a Mayor who does not support Cranston Public Schools period. We could just go through hoops. We have had won awards, we have done tremendous things and there is absolutely no support from him or anybody that supports him. I take offense at the statement that says -taxpayers are already burdened by some of the highest property taxes nationally. Teachers and other public employees are taxpayers, they are citizens, and they work for these systems and they dedicate their lives to them as you so noted with people retiring after 30 some and 40 some years. And then it says - The School Committee of each district shall be responsible for maintaining a school budget so it does not result in debt. We all know that. We have stepped up to the plate to do just

that. We've made millions of dollars in concessions over many years. We historically opened contracts. We were always willing to share and have conversations and we thought really out of the box last year in our global agreement and we were called extortionists. We have thought out of the box in everything with any educational initiative and anybody from Central Administration that knows me or Frank Flynn, they know we have had those conversations.

The next is that this would serve as a disincentive for unions to bargain in good faith and allow existing employee wages and benefits to continue unchanged. Well if you recall in 2008 when our contract ended, we did not negotiate a contract, a successor right away. We had an Evergreen Clause in that and we worked under the 2008-2009 school year it was an uneventful year, everyone moved ahead as we tried to resolve the issues and we did continue to bargain in good faith and that Evergreen Clause and the contract continuation provided stability and even dealing with a bully for a superintendent who provoked employees regularly we still moved on. And then it talks about 12-3-6 – Payroll cost is the largest single expenditure in school budgets. Well, the dedicated administrative, teachers, support staff, teacher assistants, bus aides, secretaries, custodians and bus drivers are the Cranston Public School Department. What corporate American doesn't get is the budget is 80 something percent because you could have the 12,000 or the 11,000 students but all these people make their education happen. They support education and they make the place safe. And if you go on again, taxpayers are already burdened. Mandatory binding arbitration would take away locally

elected officials' ability to control the biggest complaint of local budgets. Well, you as a School Committee have already lost local control with the Charter change by having the city ratify all School Department contracts because they can send them back to you and if they have more and more support from the Mayor they can send them back. And with the Mayoral Academies giving all the power, 100% of per pupil capita to the Mayor to run his or her school you have also lost power. It is very sad that the School Committees all over this state did not ban together to put forth resolutions against the Mayoral Academies to support the three districts that did and it's too bad that Cranston did not act in opposition to the Board of Regents' tie broken by George Caruolo and lead the fight against being added to the second application and being forced to be part of the corporate network of schools and one of those people that voted for the Mayoral Academies is actually a school committee chair himself in Barrington and he completely ignored as the Board of Regents three resolutions from three different elected school committees to not have North Providence, Warwick and Cranston part of the Mayoral Academies.

I also find it astounding that the resolutions tonight resonate with negativity towards hardworking public employees that belong to a union and those unions would not bargain in good faith. If you take a look at what has happened in this state with the labor relations situation, it is mayors, town managers, the commissioner, and yes school committees, elected or appointed, that are cruel and will demoralize teachers, who are reckless in their decisions and do not

take into account student welfare as stated in Resolution 12-3-6. So let's name a few of the mostly non-educators who made bad decisions and caused extreme emotional stress. Public humiliation of educators, locally as well as nationally when you travel nationally Rhode Island has been completely humiliated in education. They were called courageous. The commissioner was called courageous. I thought courageous is when you save someone, when you make a difference in someone's life, not break and disrespect hardworking dedicated teachers and their spirits. These courageous people upset full districts, belittled educators, reduced teachers, students and parents to tears, disrupted the school year, disrupted the safe environment of the schools by causing a media frenzy around them and that is not about the March 1st layoff notice, that is about bullying. Central Falls, Providence, Woonsocket, - Central Falls did not have to fire all the high school teachers two years ago. Providence did not have to fire all their teachers a year ago; they knew they would need a certain percentage of them. It was cruel unjust and reckless. Woonsocket did not have to terminate all teachers. They have financial problems but they still have 6,000 students to educate. One time I believe it was Mrs. Culhane who is not here this evening (records' note = it should be noted Mrs. Culhane was here but left the meeting at 6:40 p.m. due to illness) stated that we had to have a set of hard things in print because Cranston Public Schools, Cranston Teachers' Alliance, and the School Committee would not remain the same. They do change and we have had change and we have had Labor Management

Collaboration since 1978. We have had several changes in Cranston Public Schools leadership other than a little blip of non-collaboration the Cranston Teachers' Alliance as well as the Cranston School Committee. We have achieved greatness; it is our responsibility to teach the new arrivals that this is the culture in Cranston. Employees cannot resolve all of the budget issues. You must know that. We are professionals, we are citizens and we are taxpayers.

In Resolution 12-3-8 – it says, and no offense to Superintendent Nero, this creates unnecessary anxiety and stress for teachers receiving layoff notices this early. The resolution mentions that in issuing the layoffs in Cranston by March 1st but I say that Cranston has always been cautious and very conservative and not mimicking the other districts. Layoffs will still be largely by June 1st because some funding does not get established until the summer. This uncertainly creates unnecessary anxiety and stress. The stress is at red alert, terrorist level. That is right; educators are being attacked by terrorists. Terrorists think they can fix it all and destroy community and public school districts. The uncertainty is whether elected officials just want to break spirits and misuse power and they will hide behind political machines and their money. The uncertainty is when the next attack and criticism is going to come. The uncertainty is will they have a job? The uncertainty is salaries will be cut and they will lose their homes and they will not be able to pay the highest taxes nationally. The uncertainty of their physical and mental health because of the constant disrespect and denigration, how sick our American society has become. The only crime these individuals

committed was to want to teach. (Ms. Larkin then told a story about a stay at a bed and breakfast and an encounter with another couple and their opinion of Rhode Island and how Rhode Island does not like their teachers.)

Ms. Larkin continued - We have stood by you in times of trouble and we had hoped that you would stand by us. We would like to have some resolutions that actually protected public schools instead of having them destroyed and we are not your enemy. I think you need to look elsewhere because we are not your enemy. Someone said to me tonight that this doesn't really matter. Well you know what, it matters to the Cranston Teachers' Alliance and all the public employees that work for this city. It matters to all of us because you don't have to go this route but you did.

SPONSORED BY MS. IANNAZZI

Contract Continuation

NO. 12-3-5- WHEREAS: Current state law does not provide for mandatory continuation of an existing teacher collective bargaining agreement; and

WHEREAS: A Superior Court justice recently ruled that state statute, defining when a contract ends, obviates any clause, agreed to, allowing for a continuation of a public employee contract and;

WHEREAS: School districts and cities and towns have seen a calamitous reduction of state aid and;

WHEREAS: There exists a \$120 million dollar revenue/expenditure gap in the FY 2013 budget and cities and towns, from FY 2007 – FY 2012 have lost over \$185 million general revenue sharing and auto excise reimbursement and;

WHEREAS: Taxpayers are already burdened by some of the highest property taxes nationally and;

WHEREAS: School districts and cities and towns must comply with RIGL §44-5-2, that caps the property tax levy, for FY 2012 at 4¼%, and;

WHEREAS: According to § 16-2-9 (d) “The school committee of each school district shall be responsible for maintaining a school budget which does not result in a debt.” and;

WHEREAS: School committees may require employee concessions to comply with the aforementioned state statutes and;

WHEREAS: 2012 – H 7250 & 2012 – S 2532 would mandate that an expired contract shall continue under the same terms and conditions and;

WHEREAS: This would serve as a disincentive for unions to bargain in good faith and allow existing employee wages and benefits to

continue unchanged indefinitely thus forcing districts to possibly violate RIGL §44-5-2 & § 16-2-9 (d); now therefore be it

RESOLVED: That the Cranston School Committee respectfully requests the Rhode Island General Assembly to oppose 2012 – H 7250 & 2012 – S 2532, and any other legislative proposal that would, mandate expired teacher contracts must continue at the existing terms and conditions; and be it further

RESOLVED: That a copy of this Resolution be forwarded to every Rhode Island Municipality, School Committee, State Senator, State Representative and the Governor.

SPONSORED BY MS. IANNAZZI

Binding Arbitration

NO. 12-3-6 - WHEREAS: Current state law does not provide for mandatory binding arbitration on monetary matters for school teachers and other school employees; and

WHEREAS: Payroll cost is the largest single expenditure in school budgets; and

WHEREAS: School districts and cities and towns have seen a calamitous reduction of state aid and;

WHEREAS: There is a projected \$120 million dollar gap in the

upcoming FY 2013 budget;

WHEREAS: Taxpayers are already burdened by some of the highest property taxes nationally and;

WHEREAS: School districts and cities & towns must comply with RIGL §44-5-2, that caps the property tax levy imposed by municipalities and;

WHEREAS: According to § 16-2-9 (d) “The school committee of each school district shall be responsible for maintaining a school budget which does not result in a debt.” and;

WHEREAS: Mandatory binding arbitration would take away from locally elected officials the ability to control the biggest component of local budgets; and

WHEREAS: The proposed mandatory binding arbitration legislation being advanced by its proponents does not take in to account student welfare, conformation with existing property tax caps (R.I.G.L. 44-5-2), recognition of management responsibilities, the cost of implementing the Basic Education Program and other unfunded mandates; now, therefore be it

RESOLVED: That the Cranston School Committee respectfully requests the Rhode Island General Assembly to oppose 2012 – H

7617 & H 7620 and reject any and all binding arbitration legislation currently being considered for teacher and other school employee contracts; and be it further

RESOLVED: That a copy of this Resolution be forwarded to every Rhode Island Municipality, School Committee, State Senator, State Representative and the Governor.

SPONSORED BY MRS. RUGGIERI

NO. 12-3-7 WHEREAS, the City of Cranston through the City Council has made adjustments to their own budget in the category of Utilities during the fiscal year to cover unexpected and uncontrolled expenses in this area and,

WHEREAS, the School Department faces the same unexpected and uncontrolled expenses in this same area and,

WHEREAS, the School Department does not have the ability to raise revenue and,

WHEREAS, the School Department is a part of the City of Cranston,

The School Department requests that the City of Cranston adjust the School Department budget in the category of Utilities to reflect similar adjustments if they are made to the City of Cranston budget.

The School Department will not consider these adjustments to be a part of the maintenance of effort; merely a reflection of the unexpected and uncontrolled costs of utilities that may occur during a fiscal year.

ADMINISTRATION – PERSONNEL

NO. 12-3-9- RESOLVED, that at the recommendation of the Superintendent, the following certified personnel be appointed as substitutes on a temporary basis as needed:

Rosaura Vasquez, Middle School Math

David Shapiro-Zysk, Secondary English

Scott Burns, Secondary English

Barbara Dwares, Elementary

Addendum:

Marissa Grilli, Elementary/Middle Special Education

NO. 12-3-10- RESOLVED, that at the recommendation of the Superintendent, the following certified staff member be granted a leave of absence without compensation as provided in Article XIX, Section F of the Master Agreement between the Cranston School Committee and the Cranston Teachers' Alliance:

Andrea Edwards, Teacher

Cranston High School East

Effective Date...August 30, 2012 to August 31, 2013

NO. 12-3-11- RESOLVED, that at the recommendation of the Superintendent, the retirement of the following certified personnel be accepted:

Janice Pilibosian, Teacher

Hugh B. Bain Middle School

Effective Date...June 30, 2012

Wendy Rocchio, Teacher

Gladstone Elementary School

Effective Date...June 30, 2012

Marie Palazzo, Teacher

Gladstone Elementary School

Effective Date...June 30, 2012

Lois Amper, Teacher

Woodridge Elementary School

Effective Date...June 30, 2012

Margaret Kelly, Teacher

Woodridge Elementary School

Effective Date...June 30, 2012

Amy Johnsen-Harris, Teacher

Hugh B. Bain Middle School

Effective Date...June 30, 2012

Kenneth Sargent, Teacher

Western Hills Middle School

Effective Date...June 30, 2012

Dennis Tropea, Teacher

Western Hills Middle School

Effective Date...June 30, 2012

Fred Mccaron, Teacher

Leave

Effective Date...May 17, 2012

NO. 12-3-12- RESOLVED, that at the recommendation of the Superintendent, the resignation(s) of the following certified personnel be accepted:

Joy Helmold, Teacher

Itinerant

Effective Date...June 30, 2012

NO. 12-3-13- RESOLVED, that at the recommendation of the Superintendent, the

following individual(s) be appointed as an athletic coach:

Raymond Rotondo, Assistant Coach Baseball

CHSE

Step-5

Class-C

Playing Competition-High School & College

Experience-American Legion Coach

Certification-RI Coaches Certification; CPR\AED\First Aid

** **

Paul Bessette, Head Coach Girls' Softball

CHSE

Step-7

Class-B

Playing Competition- None

Experience-CLCF & Cranston East Hockey

Certification-RI Coaches Certification; CPR\AED\First Aid

Lloyd Bochner, Assistant Coach Girls' Softball

CHSE

Step-7

Class-C

Playing Competition-None

Experience-Park View Girls' Softball & CHSE Girls' Basketball

Certification-RI Coaches Certification; CPR\AED\First Aid

Keith Croft, Head Coach Boys' Outdoor Track

CHSW

Step-5

Class-B

Playing Competition-High School

Experience-Bishop Hendricken Football Coach

Certification-RI Coaches Certification; CPR\AED\First Aid

Kara Scanlon, Assistant Coach Girls' Lacrosse

CHSW

Step-2

Class-D

Playing Competition-High School

Experience-Unified Basketball Coach

Certification-RI Coaches Certification; CPR\AED\First Aid

Thomas Aronne, Assistant Coach Boys' Outdoor Track

CHSW

Step-2

Class-D

Playing Competition-High School

Coaching Experience-None

Certification-RI Coaches Certification; CPR\AED\First Aid

NO. 12-3-14- RESOLVED, that at the recommendation of the

Superintendent, the following individual(s) be reappointed as an athletic coach:

Cranston High School East:

Michael Walsh Head Coach Baseball

Robert Bouchard Head Coach Boys' Outdoor Track

Robert LaBanca Head Coach Girls' Outdoor Track

Dina Cesana Assistant Coach Girls' Outdoor Track

Richard Perrotta Head Coach Boys' Tennis

Thomas Ferri Head Coach Boys' Volleyball

Ron Lee Assistant Coach Boys' Volleyball

Howard Chun Head Coach Girls' Lacrosse

Scott Maynard Assistant Coach Girls' Lacrosse

Cranston High School West:

Rob Malo Head Coach Baseball

Corey Capirchio Assistant Coach Baseball

Shelia Lagasse Head Coach Girls' Outdoor Track

Clem Soscia Assistant Coach Girls' Outdoor Track

Jeff Smith Head Coach Girls' Fastpitch Softball

David Kenneally Assistant Coach Girls' Fastpitch Softball

Steven Matzner Head Coach Boys' Tennis

James Lucas Assistant Head Coach Boys' Tennis

Roger Tow Head Coach Boys' Volleyball

NO. 12-3-15- RESOLVED, that at the recommendation of the

Superintendent, the following non-certified employee(s) be appointed:

Aixa Rodriguez, Bus Monitor

Transportation

Effective Date...February 27, 2012

Authorization...Replacement

Fiscal Note...13445090 51110

Dawn Baker, Bus Monitor\Sub Bus Driver

Transportation

Effective Date...February 27, 2012

Authorization...Replacement

Fiscal Note...10345090 51110

Ericka Lucret, Bus Monitor

Transportation

Effective Date...February 27, 2012

Authorization...Replacement

Fiscal Note...15045090 51110

Venkia Lapsey, Bus Monitor

Transportation

Effective Date...February 27, 2012

Authorization...Replacement

Fiscal Note...11245090/13045090 51110

Taylor Collier, Bus Monitor

Transportation

Effective Date...February 27, 2012

Authorization...Replacement

Fiscal Note...12445090/13645090 51110

Linda O'Brien, Bus Monitor

Transportation

Effective Date...February 27, 2012

Authorization...Replacement

Fiscal Note...13645090 51110

Lisa Bradley, Bus Monitor

Transportation

Effective date...February 27, 2012

Authorization...Replacement

Fiscal Note...15045090 51110

Cathryn Nota, Teacher Assistant

Oak Lawn Elementary School

Effective Date...March 5, 2012

Authorization...New

Fiscal Note...10346020 51110

Heidi Carla, Support Employment Specialist

Pupil Personnel

Effective Date...March 26, 2012

Authorization...Replacement

Fiscal Note...50826134 51110

Nicole Thibault, Bus Driver (probationary)

Transportation

Effective Date...March 19, 2012

Authorization...Replacement

Fiscal Note...10345190 51110

Donna Dodd, Bus Aide

Transportation

Effective Date...March 19, 2012

Authorization...Replacement

Fiscal Note....12645120\12945120\12745120 51110

NO. 12-3-16- RESOLVED, that at the recommendation of the Superintendent, the following non-certified personnel be appointed as substitutes on a temporary basis as needed:

Jennifer Montefusco, Secretary

Kimberly Johnson, Teacher Assistant

James Marianetti, Bus Driver

Brian Cabral, Custodian

David Imondi, Bus Driver

Lorraine French, Teacher Assistant

Addendum:

Robert Larocque, Bus Driver

NO. 12-3-17- RESOLVED, that at the recommendation of the Superintendent, the retirement(s) of the following non-certified personnel be accepted:

Dale Kingsley, Bus Driver

Transportation

Effective Date...April 3, 2012

NO. 12-3-18- RESOLVED, that at the recommendation of the Superintendent, the resignation(s) of the following non-certified personnel be accepted:

Gail Fredrick, Bus Driver

Transportation

Effective Date...March 8, 2012

Kathleen Morgan, Site Coordinator

Bain + 2

Effective Date...March 15, 2012

NO. 12-3-19- RESOLVED, that at the recommendation of the Superintendent the termination of non-certified employee “A” be accepted:

BUSINESS

Purchases and Purchased Services

NO. 12-3-20- RESOLVED, that at the recommendation of the Superintendent, the Cranston School Committee accepts the school district’s 2010-2011 Financial Audit as presented in the Auditor’s report for the year ended June 30, 2011.

NO. 12-3-21- RESOLVED, that at the recommendation of the Superintendent, the Cranston School Committee accepts the school district’s 2010-2011 Federal Single Audit for the year ended June 30, 2011.

NO. 12-3-22- RESOLVED, that at the recommendation of the Superintendent, the Cranston School Committee accepts the school district’s Communication of Matters Prescribed by Statement of Auditing Standards #114 for the year ended June 30, 2011.

NO. 12-3-23- RESOLVED, that the following purchase(s) be approved: Student Planners (funded by Middle School annual order allocation) in the amount of \$6,441. (Purchase pending the availability of funding 2012-2013 budget).

Number of bids received 3

NO. 12-3-24- RESOLVED, that the following purchase(s) be approved:

Subscriptions in the amount of \$5,307.38 (Purchase pending the availability of funding 2012-2013 budget).

Number of bids issued 4

Number of bids received 4

POLICY AND PROGRAMS

NO. 12-3-25- RESOLVED, that at the recommendation of the Superintendent, the following Conferences/Field Trips of Long Durations be authorized:

1. Joseph Balducci, Chief Financial Officer, to travel to St. Louis, Missouri, from May 10, 2012 through May 12, 2012 to attend the NLC-RISC Trustee Conference at no cost to the School Department. All expenses will be paid by the RI Inter-Local Risk Management Trust. Please see the attached conference form.

2. Diane Narcisi, Business Teacher at Cranston High School East, to travel to Boston, MA from April 3, 2012 through April 7, 2012 to attend the National Business Educator's Conference. This conference will be grant funded by Title II. Please see the attached conference form and back-up.

3. Janis McGuirl from Cranston High School East and approximately

six (6) students to travel to Salt Lake City, UT from April 26, 2012 through May 2, 2012 to attend leadership/career development sessions and compete in the National DECA Competition, at no cost to the School Department. Please see the attached Field Trip of Long Duration Form and back-up.

4. Meaghan McGonagle from the Cranston Area Career and Technical Center and approximately seventeen (17) students to travel to Salt Lake City, UT from April 27, 2012 through May 2, 2012 to attend leadership/career development sessions and compete in the National DECA Competition, at no cost to the School Department. Please see the attached Field Trip of Long Duration Form and back-up.

5. Suzanne Rathbun, Special Ed. Administrator and Carolyn Lepore, Special Ed. Administrator, to travel to Denver, Colorado from April 11 – 14, 2012 to attend the CEC (Council for Exceptional Children) 2012 Convention and Expo., at no cost to the School Department. All expenses covered by IDEA Grant. Please see the attached conference forms.

NO. 12-3-27- RESOLVED, that at the recommendation of the Superintendent, the changes to the District Program of Studies be approved.

Public Hearing on Non-agenda Items

Mr. Jerry Zito, Vice President, Class of 1963, Cranston High School East

Mr. Zito stated – regarding the disposition of the space in the auditorium for the mural that was put up by my class. We had earlier hoped to...we had emailed a letter to Superintendent Nero, we had hoped that he had received it in time.... (a copy of the letter is attached to these minutes). (Mr. Zito distributed the letter to the committee members and they reviewed same.)

Mr. Nero stated – we have Principal Knowlton here as well tonight who spoke with me. I believe you are in the process of working with the present class there of redesigning, redeveloping. Is that correct? That is my understanding that Marcia Wirth was involved with this and I would endorse that because I think it would be a good idea for the class, which would be the first class that we will call the banner-less class and your class to put something together.

Mr. Zito stated – we are more than willing to work with the present class. I believe we met the young lady who is the class president today. We spent two and a half hours with Principal Knowlton. He took us around; some of us hadn't been back to this school in over fifty years. We were very impressed with the campus and what we saw. Our class feels that this was unfortunate. The issue is what it is. What we would like to do, we would be more than willing to fund the restoration of the creed and a new mural. We would like them to match. We obviously know we have to have everyone sign off on the content. We would like to work with the present class. What we were thinking of doing, we would dedicate it is September of 2013 which is our 50th reunion. We talked to the staff today; we didn't realize you had a culinary arts program. We would plan a day where we would

invite our class members back. I have walked through the areas that I use to change in when I used to play football. That area is now a hall. We would just like to know that we have that space, that we would be considered, the organization that put that together.

Mr. Nero stated – and again I will tell you this. When I talked to Principal Knowlton I said you are beginning to be a part of what I was a part of at Cranston East. I am a part of the Thunderbolt Alumni Association and we do that pretty regularly at Cranston High School East where the classes will come in as they celebrate their 50th, come in for a tour of the building and have a small reception and again the beauty part of having it at Cranston West is they have their own culinary arts program and that is something I would endorse and I would invite classes in the past who will be turning 50 to be part of Falcon Alumni Association so again something we do at Cranston East pretty regularly.

Mr. Zito stated – we are organized, we have funds and we have a number of volunteers who are willing to work on that.

Ms. Iannazzi stated – Mr. Zito at this point I just want to stop you for a second and I want to caution the rest of the School Committee. This issue has not been advertised. The School Committee cannot direct an exchange with you. That's against the Open Meetings Act, the Attorney General has ruled that the School Committee cannot respond to you when you are discussing a matter that has not been advertised so I just want to caution my colleagues on that because I know a number of them have their hands raised and want to engage in a dialog with you. But the appropriate venue for that is at a public

meeting which will be advertised.

Mr. Lombardi stated – respectfully Madam Chair what I was going to say is I don't even think that this is a matter for the School Committee. I think this is something that is administrative in nature and much left to the job of the Superintendent and his Central Administration to handle. I don't even think it's a matter for the School Committee.

Ms. Iannazzi stated – and that's fine I just don't want an exchange.

Mr. Zito stated – one other item I would like to mention if whenever there is disposition on the mural that was taken down, I just would like to say we would be more than willing to act as an umbrella organization. We think that everyone should have input on what's going to happen and we just offer our organization as an umbrella and perhaps have a broad-based committee to help decide what would be done. I thank you for your time and I will certainly deal with Superintendent Nero from here on end if it does require us to come before as an agenda item I just need to be told how to do it and we will certainly apply that.

Announcement of Future Meetings – April 11 and April 23, 2012.

Adjournment

A motion to adjourn was made by Mr. Lombardi; seconded by Mr. Bloom. All were in favor. The meeting adjourned at 7:30 p.m.

Respectfully submitted,

Frank S. Lombardi

**Clerk **

CRANSTON PUBLIC SCHOOLS

Resolution No. 12-3- 26 Approved CALENDAR FOR 2012-2013

At the discretion of the Superintendent of Schools, and with School Committee approval, this calendar may be altered during the scheduled recess periods or at the end of the school year, due to emergencies affecting the health and safety of our students and/or operation of our schools.

MONTH M T W T F DAYS MONTH M T W T F DAYS

Aug. 23* 24* Feb. 1

27 28 29 30 31 (4) 4 5 6 7 8**

11 12 13 14 15

Sept. X 4 5 6 7 X X X X X 10 X 12 13 14 25 26 27 28 (15)

X X 19 20 21

24 25 X 27 28 (15) Mar. 1

4 5 6 7 8

Oct. 1 2 3 4 5 11 12 13 14 15

X 9 10 11 12 18 19 20 21 22

15 16 17 18 19 25 26 27 28 X (20)

22 23 24 25 26

29 30 31 (22) Apr. 1 2 3 4 5

8 9 10 11 12

Nov. 1 2 X X X X X

5 X 7 8 9 22 23 24 25 26

X 13 14 15 16 29 30 (17)

19 20 21 X X

26 27 28 29 30 (18) May 1 2 3

6 7 8 9 10

Dec. 3 4 5 6 7 13 14 15 16 17

10 11 12 13 14 20 21 22 23 24

17 18 19 20 21 X 28 29 30 31 (22)

X X X X X

X (15) June 3 4 5 6 7

Jan. X 2 3 4 10 11 12 13 14

7 8 9 10 11 17 (18 19 20 21

14 15 16 17 18 24) 25 26 27 28 (11)

X 22 23 24 25 85

28 29 30 31 (21)

95

***New Teacher Orientation – August 23 & 24, 2012**

****All**

Professional Staff Orientation – Aug. 27, 2012

First Day of School for Students – Tuesday, August 28, 2012 – ALL GRADES REPORT

SCHOOLS WILL BE CLOSED (X=no school)

Sept. 3, 2012 Labor Day

Sept. 11, 2012 State Primary Elections

Sept. 17 and 18, 2012 Rosh Hashanah

Sept. 26, 2012 Yom Kippur

Oct. 8, 2012 Columbus Day Observed

Nov. 6, 2012 General Elections

Nov. 12, 2012 Veterans' Day Observed

Nov. 22 and 23, 2012 Thanksgiving Recess

Dec. 24 to Jan. 1, 2013 Holiday Recess (includes Christmas Day/Dec. 25 & New Year's Day/Jan 1)

Jan. 21, 2013 Martin Luther King, Jr. Day

Feb. 18 to Feb. 22, 2013 Mid-Winter Recess (includes Presidents' Day / Feb. 18)

March 29, 2013 Good Friday

April 15 to April 19, 2013 Spring Recess

May 27, 2013 Memorial Day Observed

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Schools close June 17, 2013 or the 180th day (June 18th to June 24th = make-up days for inclement weather)

First term – Aug. 28 to Nov. 7, 2012 = Inclusive 45 days Second term – Nov. 8 to Jan. 24, 2013 = Inclusive 45 days

Third term – Jan. 25 to April 5, 2013 = Inclusive 45 days Fourth term – April 8 to June 17, 2013 = Inclusive 45 days

GRADUATION DATES

Cranston High School East and Cranston High School West – Saturday, June 15, 2013. NEL/CPS Construction Career Academy – Friday, June 14, 2013.

Cranston East, Cranston West, and NEL/CPS Construction Career Academy Seniors' Last Day of Instruction – June 4, 2013.

gm

 

CRANSTON PUBLIC SCHOOLS

FISCAL IMPACT STATEMENT

CUSTODIANS

2011 - 2014

CATEGORY 2011-2012 2012-2013 2013-2014

RAISE (A) 0 0 0

SALARY REDUCTION (B) (129,106) (447,566) (447,566)

STEP FREEZE 0 (15,829) (12,584)

LONGEVITY 0 (41,090) (41,090)

HOLIDAY PAY (C) (19,509) (39,019) (39,019)

NON-CERTIFIED PENSION (8,768) (55,655) (55,323)

FICA (9,214) (33,697) (33,496)

MEDICARE (2,155) (7,881) (7,834)

PLAN DESIGN CHANGES (D) (27,675) (171,027) (188,129)

INCREASE IN COST-SHARING (E) (43,500) (138,331) (164,348)
(239,927) (950,095) (989,388)

SUMMARY (2,179,411)

ASSUMPTIONS

(A) - RAISE

2011-2012 = 0%

2012-2013 = 0%

2013-2014 = 0%

(B) - 15% SALARY REDUCTION

2011-2012 = 15 WEEKS

2012-2013 = FULL YEAR SAVINGS

2013-2014 = FULL YEAR SAVINGS

(C) - HOLIDAY PAY

2011-2012 = REDUCTION OF TWO (2) HOLIDAYS

2012-2013 = REDUCTION OF FOUR (4) HOLIDAYS

2013-2014 = REDUCTION OF FOUR (4) HOLIDAYS

(D) - PLAN DESIGN CHANGES

OFFICE CO-PAYS

DEDUCTIBLE PLAN (\$500)

PERSSCRIPTION DRUG CO-PAYS

(E) - COST-SHARING

2011-2012 = 20% (4 MOS.)

2012-2013 = 20% (3% INCR. IN HEALTH RATES, 3% INCR. IN DENTAL RATES)

2013-2014 = 20% (10% INCR. IN HEALTH RATES, 5% INCR. IN DENTAL RATES)

**PLEASE NOTE THAT COST SHARING SAVINGS TAKES INTO
CONSIDERATION CURRENT 10%
CONTRIBUTION RATE.**

Tabled Resolution No. 12-3-1

** **

EXTENSION AGREEMENT

The CRANSTON SCHOOL COMMITTEE (hereinafter referred to as “COMMITTEE”) and the NATIONAL ASSOCIATION OF GOVERNMENT EMPLOYEES (NAGE), Local RI-153 (hereinafter referred to as “LOCAL RI-153) resolve the current collective bargaining by modifying and extending the existing COLLECTIVE BARGAINING AGREEMENT (hereinafter referred to as the “AGREEMENT”) that covered the term of July 1, 2008 through June 30, 2011 in the following manner:

- 1. TERM OF EXTENSION. The AGREEMENT shall commence on July 1, 2011 and shall expire on June 30, 2014.**
- 2. SALARY SCHEDULE ADJUSTMENT. The Salary Schedule shall be adjusted in an amount reflecting a fifteen (15%) percent reduction effective March 12, 2012 by deleting the salary provisions in the existing AGREEMENT and replacing the same with the attached Salary Schedule (Exhibit A), the terms of which are hereby incorporated by reference. Also, all steps are frozen as of the date of ratification of this Agreement by the Committee and Local RI-153 and**

shall remain frozen during the term of this Agreement.

3. ARTICLE XI ENTITLED "HEALTH INSURANCE" will be amended to provide that the health plan will be changed as set forth in Exhibit B, the terms of which are hereby incorporated by reference, and all Bargaining Unit members shall be responsible for a twenty (20%) percent cost share effective March 12, 2012. The dental insurance plan shall remain the same. However, all Bargaining Unit members shall be responsible for twenty (20%) percent cost share based upon their plan effective March 12, 2012. The plan design changes and deductible for the health plan will go into effect when processed by Blue Cross which should take approximately 6 - 8 weeks following the ratification of this Agreement by the Committee and Local RI-153. This paragraph supersedes anything set forth in the Collective Bargaining Agreement which expired on June 30, 2011, and any conflicts will be decided in favor of the provisions of this Agreement.

4. HOLIDAYS. For the term of this Agreement, the holiday schedule as set forth in Article IV shall be adjusted to reflect that two (2) holidays shall be eliminated for the period from March 1, 2012 to June 30, 2012 and that four (4) holidays shall be eliminated for the contract years 2012-2013 and 2013-2014.

5. LEAVE PROVISIONS. Article VI Leave Provisions shall be amended so that members of the bargaining unit shall accrue only one (1) day of sick leave per month for each month during which bargaining unit members work more than eighty-five (85%) percent of the work days of the month. Accrued sick days/sick banks for all bargaining unit members shall be frozen effective March 1, 2012 as set forth in

Exhibit C dated February 28, 2012, the terms of which are hereby incorporated by reference, and no unused sick days shall be allowed to accumulate or be added to the sick bank during the term of this AGREEMENT for purposes of the payout to bargaining unit members who have worked for the Cranston Public Schools for ten (10) years or more upon their retirement from the Cranston Public Schools. In the event that any bargaining unit member has accrued and exhausted twelve (12) days of sick leave in a contract year, and only in that event, that member will be allowed to access any sick days that he has accumulated. Notwithstanding the above, bargaining unit members may accrue up to five (5) days of unused sick time, but as stated above, this will not be counted as part of the payout upon their qualifying requirement.

6. ARTICLE XII (G) ENTITLED GENERAL LONGEVITY. No bargaining unit member shall be entitled to longevity pay for the contract years of 2012-2013 and 2013-2014.

7. PENSION. Any Cranston School Department employee members of Local RI-153, hired after June 30, 2012, shall be enrolled in a defined contribution plan (i.e. a 401A plan or equivalent thereof), established by the Cranston School Department and shall not be a member of the retirement system established by R.I.G.L. 45-21-1, et seq. entitled Retirement of Municipal Employees, and Local RI-153 agrees to provide written approval of withdrawal by the Cranston School Department of this group from the Municipal Employees Retirement System as set forth in §45-21-5 of the Rhode Island General Laws and to further cooperate and provide anything else required to effectuate

the withdrawal.

8. PRIVATIZATION. The parties agree that the Committee will not privatize custodial services during the term of the Contract.

9. EFFECT ON OTHER AGREEMENT PROVISIONS. All other terms and conditions of the existing AGREEMENT not specifically modified in this EXTENSION AGREEMENT shall remain in full force and effect during the extension term running through June 30, 2014. All agreed upon changes and modifications to the existing AGREEMENT are incorporated into this EXTENSION AGREEMENT and there are no other understandings, representations or promises between the parties.

10. RATIFICATION. This EXTENSION AGREEMENT has been negotiated in good faith by the bargaining negotiation representatives of both the COMMITTEE and the LOCAL RI-153 and is subject to ratification by the COMMITTEE, the CRANSTON CITY COUNCIL, and by members of LOCAL RI-153. The parties hereto agree to convene their respective constituencies as soon as practicable for the purpose of ratifying the EXTENSION AGREEMENT.

 

IN WITNESS WHEREOF, the parties set their hands and seals this ____ day of _____, 2012.

CRANSTON SCHOOL COMMITTEE NATIONAL ASSOCIATION OF GOVERNMENT

EMPLOYEES (NAGE), Local RI-153

By:_____ By:_____

Andrea M. Iannazzi, Chairperson
President

Raymond Soccio,

P:\Active Clients\RFC files\CRANSTON SCHOOL
DISTRICT\NEGOTIATIONS\Custodians Negotiations
11-4481\Extension Agreement 2.22.12.wpd

TABLED RESOLUTION

NO. 12-3-1

** **